

DISABILITY PROGRAM OVERVIEW

Individuals with Disabilities

- . . . are Americans of all races, colors, national origins, religions, sexual orientations, ages, and genders
- . . . have diverse physical and mental disabilities
- . . . represent over 19.3% of the U.S. population (over 49.7 million people) and rank as one of the fastest growing segments of the U.S. population.

From: www.census.gov/hhes/www/disability.html



DISABILITY PROGRAM OVERVIEW

FACT: Employment is vital to independence, empowerment, and quality of life.

FACT: Individuals with disabilities make important contributions in the workplace.

The background of the slide features a stylized, abstract image of a globe or a sphere. It is primarily blue and white, with a prominent red line or arc curving across it. The overall effect is a modern, technological feel.

DISABILITY PROGRAM OVERVIEW

The Americans with Disabilities Act (ADA) of 1990 was signed into law by President George H.W. Bush reducing barriers for millions of individuals with disabilities and providing a mandate for the elimination of discrimination in the workplace.

In 2000, President Clinton issued Executive Order 13163 directing each Federal Agency to establish a plan for increasing the number of individuals with disabilities within their respective civilian workforce.

DISABILITY PROGRAM OVERVIEW

Important Terms to Know:

DISABILITY is a condition that substantially limits one or more major life activity such as caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working.

INDIVIDUAL WITH A DISABILITY (IWD) is defined as a person who has a physical or mental impairment that substantially limits one or more major life activity, a person who has a history or record of such an impairment, or a person who is perceived by others as having such an impairment.

ACCESSIBLE means to be easy to approach, enter, operate, participate in, or use safely, independently, and with dignity by a person with a disability.



DISABILITY PROGRAM OVERVIEW

More Important Terms to Know:

REASONABLE ACCOMMODATION is a modification or adjustment in the work environment or in the way things are customarily done that would enable an individual with a disability to apply for jobs, gain access to the work environment, perform essential functions of a job, or enjoy the benefits and privileges of employment.

UNDUE HARDSHIP considers factors such as the nature and cost of the accommodation needed and the impact of the accommodation on the operations of the agency.



DISABILITY PROGRAM OVERVIEW

TRADOC Strategies/Leadership In Action

- Outreach
 - Recruitment
 - Training
- Eliminate Barriers
 - Reasonable Accommodations

Managers, civilian personnel, EEO officials, and community organizations working together to ensure qualified individuals with disabilities are afforded employment, training, and advancement opportunities.



DISABILITY PROGRAM OVERVIEW

“The Federal Government will lead by example, ensuring individuals with disabilities have an open door to the many opportunities in public service.”

Kay Coles James
Former Director, Office of Personnel Management



DISABILITY PROGRAM OVERVIEW

“Many people have gone further than they thought they could because someone else thought they could.”

Anonymous



DISABILITY PROGRAM OVERVIEW

**Workers with disabilities, ready
for tomorrow's jobs...today!**

DISABILITY PROGRAM OVERVIEW

- Equal Employment Opportunity Commission (EEOC)
<http://www.eeoc.gov>
1-800-669-3362 (voice)
1-800-800-3302 (TTY)
- Job Accommodation Network (JAN)
<http://janweb.wvu.edu>
1-800-232-9675 (voice/TTY)
- Computer/Electronics Accommodations Program (CAP)
www.tricare.osd.mil/cap
1-703-681-8813 (voice)
1-703-681-0881 (TTY)
- Office of Personnel Management (OPM)
<http://www.opm.gov/disability>
1-202-606-1800 (voice)
1-202-606-2532 (TTY)